PROFESSIONAL GROWTH PLAN AND CYCLE FOR TENURED TEACHERS AND OTHER PROFESSIONALS THREE-YEAR CYCLE THREE-YEAR CYCLE EXEMPLARY SELF-DIRECTED GROWTH SELF-DIRECTED GROWTH PLAN **PLAN** Goals set by teacher with evaluator input Goal set by teacher with Plan activities are teacher directed and implemented with colleagues. evaluator input Formative review annually One goal must focus on ACCOMPLISHED Summative occurs at the end of year 3. low student growth outcome Formative review annually PROFESIONAL PRACTICE ONE-YEAR CYCLE THREE-YEAR CYCLE THREE-YEAR CYCLE DIRECTED GROWTH PLAN SELF-DIRECTED GROWTH PLAN SELF-DIRECTED GROWTH PLAN Goal(s) Determined by Evaluator Goal(s) set by teacher with Goal(s) set by educator with Goals focus on professional evaluator input; one must evaluator input address professional practice practice and student growth Formative review annually Plan activities designed by or student growth. evaluator with teacher input Formative review annually. Summative review annually **UP TO 12-MONTH** ONE YEAR DIRECTED GROWTH PLAN IMPROVEMENT PLAN Goal determined by evaluator Goal(s) determined by Goals focused on low performance/outcome area evaluator Plan activities designed by evaluator with educator input Focus on low performance Formative review at midpoint Summative at end of plan Summative at end of plan LOW **EXPECTED HIGH**